

# Setting your organization up for success

**Workplace strategies and benefits that help you attract and retain talent**

If there is one thing that the pandemic has brought to light, it's that organizations can't afford to get complacent. While balancing child care and a once-in-a-lifetime pandemic, among other things, employees took the prolonged work-from-home period to reevaluate their priorities.

And working for a company that values their personal development, health, and wellbeing is at the top of the list.

Gone are the days when health insurance and a 401k were sufficient incentives to retain your workforce. Employees are in the driver's seat, and if organizations don't begin offering workplace benefits that support their unique needs, they won't think twice about leaving.

## **HR TEAMS:**

**It's time to up your game.  
Let us help.**



**TAKE ACTION**

## 5 ways your organization can stand out in a challenging talent market

- 1 Create a rewards and recognition program.** People want to feel valued—plain and simple. Peer-to-peer recognition, quarterly awards, and more frequent review periods are a few simple ways to let employees know their efforts during remote work haven't gone unnoticed. Build an internal team that can dedicate time and resources to recognizing the achievements of your employees, and you'll reap the rewards in the long run.
- 2 Offer best-in-class tools and technology.** Many organizations slashed technology budgets during COVID-19. Cost savings meant job savings when things got tough. As organizations get back on their feet, this presents the opportunity to differentiate by investing in better digital technology for your employees. Consider improving their work-from-home setup or offering virtual solutions that better support their health and wellness needs.
- 3 Develop mentorship and support programs.** The pandemic isolated individuals and made it challenging to develop interpersonal relationships at work. It's time that employers took ownership of driving engagement and support across their organization through mentorship initiatives, employee assistance programs, and regular, company-wide check-ins and team building activities.
- 4 Encourage flex schedules.** The ability to work from home is no longer a 'perk'—it's the bare minimum. Beyond letting your employees work from the space they're most comfortable in, if you want to attract and retain the best talent, you'll need to support flexible schedules that show you trust your teams.
- 5 Whole-person workplace benefits.** Offer them solutions that address both mental and physical health, are easily accessible, and don't break the bank—the pandemic has already cost them enough.

**The best way to show your employees that you value them is by offering benefits that take their unique needs and challenges into account.**

## How our whole-person, virtual care solution can support your team

By expanding our offering to enterprises of all sizes, we can now reach people living with chronic conditions who would otherwise be left behind.

### Onduo makes getting healthy easy for your employees

Our innovative virtual care solution is designed to fit the needs of employers and health plans of all sizes, while meeting your people where they are to help manage chronic conditions. Through an app, personalized care journeys, individualized coaching, free tools and supplies, and telemedicine access, our physicians and care teams are here to guide you every step of the way.



### Creating personalized care plans for each employee—The end of “one size fits all care”

Our person-centered approach is combined with cutting-edge data science and AI to understand your employees' needs, conditions, and behaviors.

Onduo supports people living with multiple chronic conditions. Programs with general availability January 2022 include:

- > Type 1 & 2 diabetes
- > Weight loss
- > Diabetes prevention
- > Hypertension/high blood pressure
- > And mental health

Available in Spanish\*

\* Support available for an additional 44 languages.



## Onduo inspires meaningful change and delivers significant clinical outcomes

Onduo improves health outcomes for members and reduces costs for their employers. The 3Ds: doctors, drugs, and devices provide access to essential support and tools like telemedicine access to clinicians, medication management, continuous glucose monitors and more, when clinically indicated.



Sometimes these goals can't be reached all alone. With y'all, I don't feel alone, thanks so much. I can't say thank you enough. You make my life a little easier.

Member, Age 60

## Our results speak for themselves

**1.2%**

reduction in A1C<sup>1</sup>



**3.3%**

reduction in A1C in high-risk members<sup>2</sup>

**13 mmHg**

average systolic reduction in our hypertension program<sup>3</sup>



**10.9%**

weight loss after one year in healthy weight<sup>1</sup>

**83%**

of members working on building resiliency<sup>3</sup>



And the results are lasting—  
with demonstrated improvements in A1C at both six months and one year.<sup>4</sup>

### **We manage member engagement marketing so you don't have to**

Developed by our team of healthcare consumer marketing experts, our program is designed to interest, excite, and engage employees, driving them to enroll and start their individual journeys to "healthy." And we don't mean to brag, but Onduo members love us.

Our supportive and accessible solution will make your employees want to stay, and our innovative approach can help you attract new talent during this challenging time for recruitment.

**NPS**  
(NET PROMOTER SCORE) OF **78**

### **Our solution lessens the burden for your employees**

Onduo is a healthcare benefit that doesn't put financial strain on your employees. Say goodbye to premiums, copays, and other out-of-pocket expenses that add stress to chronic condition management.

### **Onduo offers an easy, near turnkey solution for you**

Prior to implementation kick-off, you'll be assigned an Account Director who will guide you and your team through the onboarding process. Working with your team, we set up a secure FTP site for data file transfer and then share marketing materials that you can use in open enrollment or employee communications.

Your Account Director will stay assigned to you following implementation to help ensure a positive experience for your organization and will deliver engagement reports every quarter.



**The fact that someone takes the time to ask and answer questions about what is going on with my condition makes all the difference. It almost creates a sense of not wanting to let my coach, the team, or the company down. Thanks to Onduo and my coach for changing and possibly saving a life.**

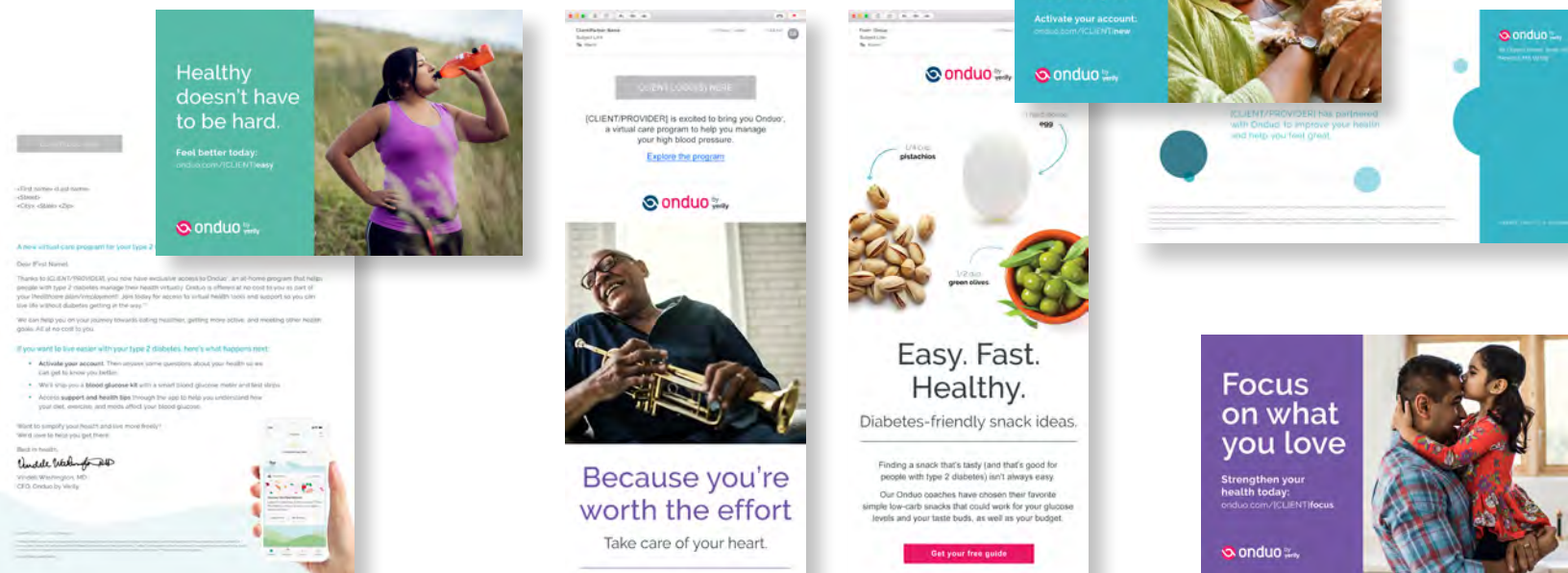
Member, Age 60



## Billing is easy too!

We realize that organizations your size may not have an abundance of resources when it comes to handling billing and claims. That's why Onduo bills on a per-engaged employee per-month cadence; either through bundled medical claims or quarterly invoicing.

## It's about time that every organization has access to benefits solutions like Onduo.



**Let's talk about how you can maximize return on investment for your organization and help your employees get on their path to healthy. Reach out to [partners@Onduo.com](mailto:partners@Onduo.com) today.**

- <sup>1</sup> Internal data, October 2020. No individual result should be seen as typical; results are not guaranteed.
- <sup>2</sup> Layne JE et al. Diabetes 2020 Jun; 69 (S1)
- <sup>3</sup> Internal data, December 2020.
- <sup>4</sup> Layne JE et al. Diabetes 2021 Jun; 70 (S1)

Onduo is accredited by



Onduo offers certain care management and coordinated clinical care programs for eligible individuals, as further described in these materials and its website at [onduo.com](http://onduo.com). Onduo LLC and a network of affiliated professional entities (collectively, "Onduo") collaborate to offer the services. Onduo services are meant to be used in conjunction with regular in-person clinical services and not intended to replace routine primary care.